

TABLE THIRTEEN<sup>6</sup>Female Enrolment in Apprenticeship Programs, Ontario,  
April 1978-March 1979

Program	Female Enrolment	Total Enrolment
Construction	*	2,879
Motive Power	11	3,648
Service	601	993
Industrial	*	722
Total	617	8,242

\*Figures too small to include

In the same way that women are clustered in the clerical, sales and service sectors of the economy, so they group in traditional apprenticeship programs. Nearly 80% of women apprentices are training for service occupations. Although women represent 6.5% of apprentices in Ontario, when you exclude the service area, only 0.4% of apprentices are female.

TABLE FOURTEEN

Enrolment in Service Apprenticeships, Ontario,  
April 1978-March 1979

Program	Female Enrolment	Total Enrolment	Female As % Total
Hairdresser	484	552	87.7%
Hairstylist	12	13	92.3%
Barber	44	73	60.3%
Watch Repairer	*	*	*
Cook Br. 2	51	245	20.8%
Cook Br. 1 Asst.	*	7	*
Radio & TV	*	47	*
Dry Cleaner	*	*	*
Baker	7	44	15.9%
Junior Baker	*	*	*
Total (all programs)	601	993	60.5%

\*Figures too small to include

## CONCLUSION

The percentage of women enrolled in post-secondary educational institutions continues to increase. Examination of statistics reveals that in universities and community colleges changes are beginning to occur as women enrol in greater numbers and start to enter non-traditional fields of study. Continued effort is necessary, however, to encourage women to consider a broader range of educational and training programs, so that their opportunities in the labour force will expand. The Women's Bureau makes available a number of publications which contribute to this purpose:

- 1) *The Job Search* — Booklet giving helpful hints on how to find a job; includes worksheets for self-assessment.
- 2) *Career Selector* — A series of seven booklets providing information on more than 180 careers, both traditional and non-traditional. Information included covers working conditions, qualifications, training and remuneration.
- 3) *But What Else Can A Woman Be?* — A collection of recent newspaper stories about women in a wide spectrum of non-traditional careers.
- 4) *New Skills for Women: Technology and the Skilled Trades* — A brochure providing an overview of new opportunities in training and employment for women.

## FOOTNOTES

<sup>1</sup> Statistics Canada, Labour Force Survey Division (unpublished data).

<sup>2</sup> *Labour Force Annual Averages*, Statistics Canada (catalogue no. 71-529 occasional).

<sup>3</sup> Statistics on university enrolment courtesy the Ontario Ministry of Colleges and Universities, University Statistical Information System (USIS).

<sup>4</sup> Ontario Department of Education, *Basic Documents*, Toronto, June 1967, p. 13.

<sup>5</sup> Statistics on post-secondary college enrolment courtesy Ontario Ministry of Education, Ontario College Information System (OCIS).

<sup>6</sup> Statistics on enrolment in apprenticeship programs courtesy the Ontario Ministry of Colleges and Universities, College Affairs and Manpower Training Division.

Ontario  
Ministry of  
LabourWomen's Bureau  
400 University Avenue  
Toronto, Ontario  
M7A 1T7  
(416) 965-1537

## Women in the Labour Force — Fact Sheets

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# WOMEN IN THE LABOUR FORCE

## "EDUCATION"

NO.5 in a series of factsheets produced by

the Women's Bureau Ontario Ministry of Labour

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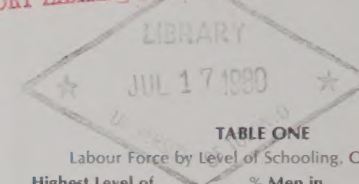


TABLE ONE

Labour Force by Level of Schooling, Ontario, 1978<sup>1</sup>

Highest Level of Schooling	% Men in Category	% Women in Category
Less than Grade 9	18.1%	12.1%
High School	49.9%	56.3%
Some post-secondary	10.4%	10.3%
Post-secondary Cert. or Diploma	9.4%	12.5%
University degree	12.1%	8.8%
TOTAL	100.0%	100.0%

The more educated a woman is, the more likely she is to be in the Canadian labour force. Only 26% of women with less than a grade 9 education worked in 1978, compared with 71% of those with a university degree.

TABLE TWO

Female Participation Rates by Level of Education  
Canada, 1978<sup>2</sup>

Level of Education	Female Labour Force Participation Rate
Grade 0-8	25.9%
High School	50.7%
Some post-secondary	59.5%
Post-secondary Cert. or Diploma	61.3%
University degree	71.3%
TOTAL	47.8%

## PREAMBLE

In general terms, working women are slightly better educated than their male counterparts. A detailed examination of statistics though, reveals that women enrol primarily in Arts programs at universities, or train at community colleges for such traditional female occupations as nurse or secretary. Also, few women consider apprenticeship training.

This situation is now changing but at this time it is important to monitor the enrolment patterns of young women and to encourage them to consider non-traditional fields. The material presented in this fact sheet examines students at universities, community colleges and in apprenticeship programs. The most recent information available is used and to assist the reader in understanding the material presented, a historical perspective is sometimes given.

## EDUCATION AND THE LABOUR FORCE

The level of educational attainment of the Ontario labour force continues to increase. In 1971, only 11.8% of working women had education beyond the high school level, in contrast with 31.6% of women in 1978.

The female labour force is still somewhat better educated, on average, than the male. A higher percentage of women than men have more than a grade nine education, but fewer women have a university degree.



UNIVERSITY STUDENTS

Examination of university enrolment statistics demonstrates that the more advanced the program, the smaller the proportion of women students. During recent years, however, the proportion of women students at all levels has increased. In 1970, only 36% of full-time undergraduate enrolment was female. By 1978, this percentage had increased to 45%. Although women in universities are still not represented at a level proportionate to their share of the population, the increase in the number of women entering university and proceeding to post-graduate levels is encouraging.

TABLE THREE  
Full-Time Female Enrolment in Ontario Universities by Degree 1970-78<sup>1</sup>

Academic Year	% Female Enrolment		
	Undergraduate	M.A.	Ph.D.
1970-71	36%	24%	16%
1972-73	38%	24%	19%
1974-75	41%	28%	24%
1976-77	44%	32%	26%
1978-79	45%	36%	29%

At the Ph.D. level the percentage of women enrolled has nearly doubled since 1970. There remains, however, a noticeable decrease in the proportion of women enrolled at the M.A. and Ph.D. levels when compared to undergraduate. The past eight years have also seen dramatic changes in the enrolment picture for part-time students. The majority of part-time undergraduates are now women although at the graduate level, men still predominate. Many of these part-time women students are attending university to upgrade themselves after some years away from formal education and/or the labour market. Often they would prefer to be in full-time attendance but family or work responsibilities preclude such a commitment.

TABLE FOUR  
Part-Time Female Enrolment in Ontario Universities by Degree, 1970-78

Academic Year	% Female Enrolment	
	Undergraduate	Graduate
1970-71	48%	22%
1972-73	51%	21%
1974-75	56%	25%
1976-77	59%	30%
1978-79	59%	35%

Women students enrol in Arts programs or training programs for "female" professions such as nursing. Of all women enrolled in full-time courses leading to a B.A. or first professional degree in 1978, 75% were in Arts and Science, Education, Household Science, Nursing or Social Work, compared to 55% of men. In 1971, however, 83.3% of women were in the above listed fields.

TABLE FIVE  
Undergraduate Female Enrolment by Field of Study, Ontario, 1978-79

FIELD	FULL-TIME			PART-TIME		
	#F	F as %	% All F	#F	F as %	% All F
Arts & Science	14,512	52%	23%	11,462	68%	29%
Education	6,206	62%	10%	1,301	63%	3%
Fine & Applied Arts	3,961	60%	6%	1,532	70%	4%
Humanities	6,191	60%	10%	3,316	72%	8%
Social Sciences	15,928	43%	26%	7,827	57%	19%
Agriculture & Biological Science	4,530	52%	7%	350	61%	1%
Engineering & Applied Science	1,572	9%	3%	77	7%	—
Health Professions & Occupations	5,108	52%	8%	537	90%	1%
Math & Physical Science	2,530	30%	4%	326	28%	1%
Not Applicable or Not Reported	1,724	47%	3%	13,448	53%	33%
Total	62,262	45%	100%	40,176	59%	100%

Statistics on part-time enrolments, however, reveal that women are now entering more areas of study. Only 59.5% of all female part-time undergraduates are in the fields of Arts and Science, Education, Humanities and Social Science compared with 94% in 1973. There are 90 undergraduate level programs in Ontario universities. Of these, 27 have a predominantly female enrolment, that is 70-100% of the students are women. Representative of this group are nursing, social work and art history. Forty-three of the programs have a mixed enrolment (30-69% female) including classics, sociology, pharmacy and secondary education. The final group are the male dominated courses (0-29% female enrolment) with such programs as commerce, law and engineering. There are 20 male dominated courses, a significant decrease from five years ago when there were 33. As was noted previously, fewer women than men proceed to graduate level study. Those that do, tend to enrol in the same areas as do undergraduate women, particularly in the fields of Humanities and Social Science.

TABLE SIX  
Graduate Female Enrolment by Field of Study, Ontario, 1978-79

FIELD	FULL-TIME GRADUATE STUDENTS		
	#F	F as % all Students	% F
Education	578	56%	11%
Fine Arts	133	54%	3%
Humanities	1,391	43%	26%
Social Science	2,110	35%	40%
Agriculture & Biological Science	327	32%	6%
Engineering Health Professions	113	8%	2%
Math & Physical Science	388	45%	7%
Not Applicable/ Not Reported	218	14%	4%
TOTAL	31	25%	1%
TOTAL	5,289	34%	100%

At both the undergraduate and graduate level, women form a substantial percentage of students in health professions. Within this field, however, women are concentrated in traditional programs — nursing, rehabilitative medicine, pharmacy and art as applied to medicine. Women form only a small percentage of the enrolment in those courses leading to degrees in optometry, dentistry, or medicine.

TABLE SEVEN  
Enrolment of Women in the Health Professions, Ontario, 1978-79

Program	Female as % Full-Time Undergraduate Students	Female as % Full-time Graduate Students
Dentistry	16%	6%
Medicine	28%	42%
Basic Science/Medicine	29%	41%
Medical Specialization	27%	50%
Paramedical Sciences	38%	26%
Surgery	20%	*
Nursing	98%	94%
Optometry	27%	*
Pharmacy	68%	40%
Public Health	45%	54%
Rehabilitation Medicine	92%	82%
Art Applied to Medicine	100%	**
Medical Technology	66%	**
Other Health Occupations	100%	30%
TOTAL	52%	45%

\*No women were registered in these programs.  
\*\*There are no graduate programs in these disciplines.

Few women have entered the predominantly male professions, although this situation is now changing. In 1973 women represented only 7% of undergraduate dental students and there were no female graduate students in that program. As Table Seven indicates, by 1978, the percentage of women undergraduates in dentistry had doubled, and in graduate dentistry programs, the percentage had increased to 6%.

TABLE EIGHT  
Women in Non-Traditional Professional Schools, Ontario

Profession	Women as % of Undergraduate & Graduate Enrolment	
	1973-4	1978-79
Architecture	15%	21%
Commerce & Business Admin.	26%	33%
Engineering	2%	7%
Law	17%	31%
Dentistry (DDS)	6%	15%
Medicine (MD)	21%	29%
Veterinary Medicine	24%	43%

In the past five years there has been a considerable increase in the proportion of female students in professional schools. For example, in Engineering the percentage has tripled. In 1973, there were only 417 women enrolled in undergraduate engineering programs. By 1978 this number had increased to 1,572. If first year enrolment figures only are examined, women can be seen to have made even stronger progress toward entering the professional areas previously dominated by men.

COLLEGES OF APPLIED ARTS AND TECHNOLOGY (C.A.A.T.)  
In 1967, Ontario established 20 Colleges of Applied Arts and Technology, the purposes of which were to:

- 1) provide courses of types and levels beyond, or not suited to, the secondary school setting;
- 2) meet the needs of graduates from any secondary school program, apart from those wishing to attend university; and
- 3) meet the educational needs of adults and out-of-school youth, whether or not they are secondary school graduates.<sup>4</sup>

Today, there are 22 colleges throughout the province, serving 63,567 full-time post-secondary students. In addition, they offer retraining, apprenticeship, business and general interest programs.

Comprehensive data available at this time refers almost entirely to students enrolled full-time in post-secondary programs. Any statistics, therefore, will deal with these students only unless otherwise noted. In the 1970-71 academic year, 27.6% of all post-secondary students in the community college system were female.<sup>5</sup> By 1978 this figure had increased to 52.8%, or more than half of the student body. However, women in the college system enrol in traditionally female programs, as they do in universities. The largest percentage of women, 37.5%, are in Arts programs. (The percentage of women in Health related programs, which previously had the highest female enrolment, has decreased over the last five years, primarily due to changes in demand in the nursing field.) Conversely, the majority of men, 48.6%, are enrolled in Technology, a division with low female enrolment.

TABLE NINE  
Full-Time Enrolment in CAATS by Division, Ontario, 1978

Division	% All Males Enrolled	% All Females Enrolled
Technology	48.6%	6.0%
Arts	28.8%	37.5%
Business	19.4%	34.3%
Health	3.2%	22.1%
Other	—	—
Total	100.0%	100.0%

If one examines the proportion of each Division's enrolment which is female, it becomes evident that there is a male Division, Technology, and a female Division, Health.

TABLE TEN  
Women as a % Total Enrolment by Division, Ontario

Division	Women as % Enrolment 1973-74	1978-79
Technology	9.2%	12.1%
Business	46.6%	59.3%
Arts	59.5%	66.4%
Health	94.0%	88.5%
Other	23.2%	—
Total	49.1%	52.8%

In five years, the proportion of students who were women increased in all Divisions except Health, where the percentage decreased from 94% to 88.5% of total enrolment. Initially, it would appear that in the Business Division there is the most equitable male/female split in enrolment. Women made up 59.3% of students in 1978. Further examination of the data, however, reveals that within this Division there are

still programs where enrolment is almost entirely female. For example, the secretarial programs have a student population which is 99% female, fashion sales is 99% female and travel and tourism is 88% female. In the college system, there are no undergraduate and graduate level programs. Courses do differ in length, however, and women are more likely than men to enrol in shorter length programs.

TABLE ELEVEN  
Enrolment by Length of Program, Ontario, 1978

Length of Program	% Males	% Females
1 Year	3.4%	8.9%
2 Year	48.4%	67.0%
3 Year	48.2%	24.1%

Community colleges offer a wide range of programs within the four Divisions of Technology, Business, Arts and Health. As was found in universities, there are female dominated and male dominated courses. The courses in each area are consistent with traditional stereotypes.

TABLE TWELVE  
Proportion of Female Students in Program Areas, Ontario, 1978

Proportion Female	No. of Courses	Examples
All Female	20	Clerk stenographer, cosmetic sales, home economics
Over 65% female	80	Early childhood education, nursing, secretarial arts
35%-65% female	67	Business, data processing, journalism
Less than 35% female	124	Electronics technology, civil technology, environmental planning
All male	28	Avionics maintenance technology, welding technology, marine engineering
Total	319	

A major part of programming in the community colleges is devoted to retraining and apprenticeship programs and other types of continuing education. Unfortunately, few detailed statistical records on these programs are available. Table Thirteen lists those apprenticeship programs in which women are enrolled. Apprenticeship programs where no women are enrolled have not been listed. Most women enrol in traditional female trades such as hairdresser, with very few apprenticing as carpenters or tool and die makers. This is an area of concern, considering the chronic shortage of skilled workers in Ontario.